

# AGENDA

## Elected Officers Compensation Commission AGENDA FOR MARCH 8, 2022 AT 12:00 PM



Lansing City Hall, City Council Conference Room  
124 W. Michigan Avenue, 10th Floor

To provide input or ask questions on any item that is listed on the agenda,  
members of the public may contact the City Council at [city.council@lansingmi.gov](mailto:city.council@lansingmi.gov) or (517) 483-4177 prior to the meeting.

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Liisa Speaker - Chairperson  
Derek Melot - Vice Chairperson  
Thomas Hoisington  
Brian Huggler  
Jeff McAlvey  
Holli Seabury  
Steve Young

- 1. Call to Order**
- 2. Roll Call**
- 3. Minutes**
  - A. March 2, 2022
- 4. Public Comment on Agenda Items (Up to 3 Minutes)**
- 5. Presentations:**
  - B. Chief Finance Officer Judy Kehler - RE: OPEB
- 6. Discussion/Action:**
  - C. City of Lansing Finance Director Desiree Kirkland
    - i. Consumer Price Index
    - ii. ARPA Funds and Spending
    - iii. Revenue Loss
  - D. City of Lansing Human Resource Director Linda Sanchez-Gazella
    - iv. Benefits and Elected Officials Benefit Options
- 7. Other**
  - E. 2022 Informational Materials
- 8. Adjourn**

Persons with disabilities who need an accommodation to fully participate in these meetings should contact the City Council Office at 517-483-4177 (TTY 711) 24 hour notice may be needed for certain accommodations. An attempt will be made to grant all reasonable accommodation requests.



**MINUTES**  
**Elected Officers Compensation Commission**  
**Wednesday, March 2 @ 12:00 p.m.**  
**City Council Conference Room**

**ROLL CALL**

Commissioner Speaker- Chairperson  
Commissioner Melot –Vice Chairperson  
Commissioner Member Huggler  
Commissioner Member McAlvey  
Commissioner Member Hoisington  
Commissioner Member Seabury  
Commissioner Member Young - excused

**OTHERS PRESENT**

Sherrie Boak, Council Staff  
Jim Smiertka, OCA  
Elizabeth O’Leary, Labor Negotiator  
Courtney Roberts, HR  
Jane DiSessa, Mayor’s Chief of Staff

**CALL TO ORDER**

Ms. Boak called the meeting to order

**ROLL CALL**

Chairperson Speaker called the meeting to order at 12:01 p.m. and did roll call. All members present except Member Young, who had informed the staff prior to the meeting.

**Minutes**

MOTION BY MEMBER HUGGLER AND SECOND BY MEMBER MELOT TO APPROVE THE MINUTES OF FEBRUARY 16, 2022 WITH THE CORRECTION TO MS. SPEAKER NAME. MOTION CARRIED 6-0.

**Public Comment**

No public present at this time.

**Discussion/Action**

**ARPA Funds**

Ms. Boak clarified this was material requested at the last meeting and was obtained via the Resolution adopted by Council, in the packet. Per the meeting of February 16, 2022 Finance has been invited to the meeting of March 8, 2022 and will be able to elaborate then.

**Consumer Price Index**

Ms. Boak clarified this was material requested at the last meeting and was obtained via Mr. Lawrence with the Mayor’s office. Ms. DiSessa and Ms. O’Leary could not speak directly to this item, and it was

## DRAFT

determined that at the meeting of March 8, 2022 Finance has been invited to the meeting and will be able to elaborate.

### **2019 Community Comparisons – Pending Updates**

Ms. O'Leary and Ms. Roberts were able to provide an updated comparison dated 3/2/2022 which also included unsolicited information from Royal Oak on their elected official benefits. Ms. Roberts and Ms. O'Leary informed the Committee they are still obtaining details from the outstanding communities and hope to have all the information before the next meeting.

### **Past Recommendations**

Material was provided in the packet.

### **Other**

Members held discussions with Ms. O'Leary and Ms. DiSessa on if the CPI is considered in negotiations at which Ms. O'Leary stated she is not able to speak on the negotiations. It was confirmed that Finance is included in negotiations. The Committee then asked about the City budget, and Ms. DiSessa returned to the meeting with information that there is a \$230 million budget not including ARPA or the recent grants; of that \$150 is General Fund. The ARPA of \$24 million addresses revenue loss and was used in the general fund and parking, along with other needs. The Administration has determined instead of placing it in one year budget they are spreading those funds out over four (4) years. Mr. Smiertka suggested having Ms. Kehler, the Chief Strategy Officer present on the OPEB.

Member Huggler proposed looking at suggestions from previous years where Council received salary but also per diem for each Council meeting; not the Committee meetings. Member Melot noted to the Committee that they need to consider that Council has full time jobs in addition to their elected position, and the Mayor and Clerk are full time employees. Member Hoisington asked if the Mayor had a vehicle and it was confirmed he is the only elected official with a vehicle. Member Hoisington then brought up the discussion on the Clerk's duties for managing the Medical Marijuana Licenses. The members discussed what is tasked for that role, number of employees that handle it, what other tasks other communities might have and asked that the Clerk be asked again to attend the March 15, 2022 meeting and provide details on what steps/processes are taken with the Medical Marijuana division of his office. Mr. Smiertka noted it is not just the Clerk involved in those licensing, but building, code, LPD and OCA.

The Members spoke briefly on the recommendation and proposing separate recommendations for the Clerk, Mayor and Council so Council can act on each one separately.

Member Hoisington stated he would not be able to attend the meeting on 3/8/2022 and asked to call in. Mr. Smiertka stated the public can call in and listen but a member cannot. He can call in as a member of the public and listen but not be involved in the deliberation or decision unless in person. Member Hoisington stated he would not be at the March 15, 2022 meeting and Member McAlvey stated he too would not be at the March 15, 2022 meeting.

Ms. Boak confirmed the following for March 8, 2022:

Ms. Kehler will be present to provide an update on OPEB

Ms. Kirkland to be present to speak to CPI, ARPA and revenue losses

Ms. Sancez-Gazella to be present to speak on benefits in relation to elected official vs employees

Ms. Boak confirmed that at this time the Mayor has declined the open invitation to the March 15, 2022 meeting, the Clerk has not responded, and there is only one Council Member who wishes to come and introduce himself because he is newly appointed. Ms. Boak was asked to reach out to the Clerk again and also ask him to report out on the Medical Marijuana process when he attends.

### **Adjourn**

Adjourned at 12:55 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager



# CITY OF LANSING OPEB REVIEW

*Judy Kehler, CPFIM, ACPFIM  
Chief Strategy Officer*

# OPEB Update

- OPEB Review
- Benefits – Enrollment Stats
- OPEB Assets
- OPEB Liability
- Liability Reduction Initiatives
- Funding Progress
- What's Next?

# HEALTHCARE ENROLLMENT STATS

## **Police & Fire System (PF)**

699 – Retirees and beneficiaries

12 - Terminated plan members entitled to but not collecting benefits

344 – Active plan members

Total – 1,055

*Per City of Lansing's CAFR 1/1/21*

## **Employees Retirement System (ERS)**

961 – Retirees & beneficiaries

41 – Terminated plan members entitled to but not collecting benefits

429 – Active plan members

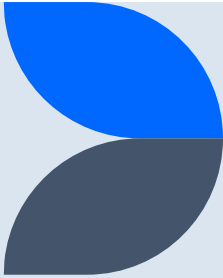
Total – 1,431

*Per City of Lansing's CAFR 1/1/21*

# OPEB Assets

- Assets are held in “Healthcare Reserves” in the Pension Trusts
- As of 1/1/2021: \$38 million for ERS and \$45 million for PF
- Also have \$37 million for ERS in a VEBA Account as of 1/1/2021
- City contributions have not been adequate for significant funding progress – this will change in FY2023
  - ✓ City goal is to fully pre-fund OPEB
  - ✓ This entails healthcare benefits to be paid from the Trusts

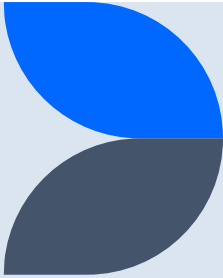
# ERS OPEB Fiscal Year Ending (2019-2021)



	ERS FYE2019	ERS FYE2020	ERS FYE2021	2019 to 2021 Change
Total OPEB Liability	\$231,415,357	\$256,120,135	\$153,400,498	\$78,014,859 Decrease in total OPEB liability
Plan Fiduciary Net Position	\$63,482,044	\$68,228,558	\$79,529,913	\$16,047,869 Increase in net position
Net OPEB Liability	\$167,933,313	\$187,891,577	\$73,870,585	\$94,062,728 Decrease in net OPEB liability
Plan Fiduciary net position as percentage of total OPEB liability	27.4%	26.64%	51.84%	24.44%

CITY OF LANSING OPEB COW REVIEW  
Data received from City of Lansing's CAFR reports

# PF OPEB Fiscal Year Ending (2019-2021)



	PF FYE2019	PF FYE2020	PF FYE2021	2019 to 2021 Change
Total OPEB Liability	\$302,529,360	\$419,130,520	\$193,491,109	\$109,038,251 Decrease in liability
Plan Fiduciary Net Position	\$39,200,746	\$43,508,802	\$48,217,543	\$9,016,797 Increase in net position
Net OPEB Liability	\$263,328,614	\$375,621,718	\$145,273,566	\$118,055,048 Decrease in net liability
Plan Fiduciary net position as percentage of total OPEB liability	13%	10.38%	24.92%	11.92% Increase as percentage of total OPEB liability

CITY OF LANSING OPEB COW REVIEW  
Data received from the City of Lansing's CAFR reports

# OPEB Reduction Initiatives

Reduced annual healthcare costs through:

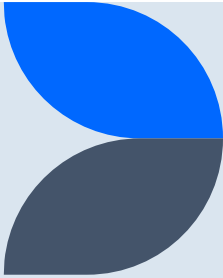
- Negotiated fees and improved discounting and rebates
- Competitive contract bidding
- Union partnerships
- Engaged Greg Stump (City's Actuary)
- Changed medical/RX plans and carriers
- Implemented new payment mechanism, self funding

# OPEB Reduction Initiatives

- Reduced investment rate of return down to 7% for 2021 (Retirement boards)
- Adjusted the amortization schedule by 2 years down to 20 years in 2021. (Retirement boards)
- Changed actuarial assumptions – inflation, rates, retirement age, mortality table

# FUNDING PROGRESS

## AS OF 1/1/2021



All Figures in Millions	ERS OPEB	PF OPEB	COMBINED
Actuarial Liability	\$154	\$195	\$349
Assets	\$75	\$45	\$120
Unfunded Amount	\$79	\$150	\$229
Ratio	49%	23%	34%

CITY OF LANSING OPEB COW REVIEW  
 Data provided by Boomershine Consulting Group  
 2/2022

# What's Next?

1. The City will continue to collaborate with the unions, employees, FHT, and other community partners to identify additional healthcare efficiencies and savings
2. Funding continues to improve
3. Consecutive years of investment gains may be coming to an end
4. Both pension systems and both OPEB systems are in line to be 100% funded by 2041
5. Funding policy and procedures will need to be updated to accommodate OPEB funding

*The City's contribution outlook is subject to change based on experience during 2021*

**From:** Lawrence, Mark <Mark.Lawrence@lansingmi.gov>

**Sent:** Friday, February 18, 2022 1:37 PM

**Subject:** RE: CPI Information- for 2022 EOCC

Hi Sherrie, thanks for following up.

According to the BLS release (<https://www.bls.gov/news.release/pdf/cpi.pdf>), the “all items less food and energy” index that was previously used (nationwide) rose 6.0% for the 12-months ending in January.

It would appear that in our region that number is 7.5% CPI-U. CPI-U is used in urban areas like ours to measure the cost of a defined basket of goods and does not exclude food and energy.

(<https://www.bls.gov/news.release/cpi.toc.htm>)

Hope this is helpful!



Transmission of material in this release is embargoed until  
 8:30 a.m. (ET) February 10, 2022

USDL-22-0191

Technical information: (202) 691-7000 • [cpi\\_info@bls.gov](mailto:cpi_info@bls.gov) • [www.bls.gov/cpi](http://www.bls.gov/cpi)  
 Media Contact: (202) 691-5902 • [PressOffice@bls.gov](mailto:PressOffice@bls.gov)

**CONSUMER PRICE INDEX – JANUARY 2022**

**(NOTE: The PDF version of the CPI news release was re-issued February 10, 2022. Data errors were found in tables in the PDF version of the news release. Data found elsewhere including the text version of the news release are correct as originally published.)**

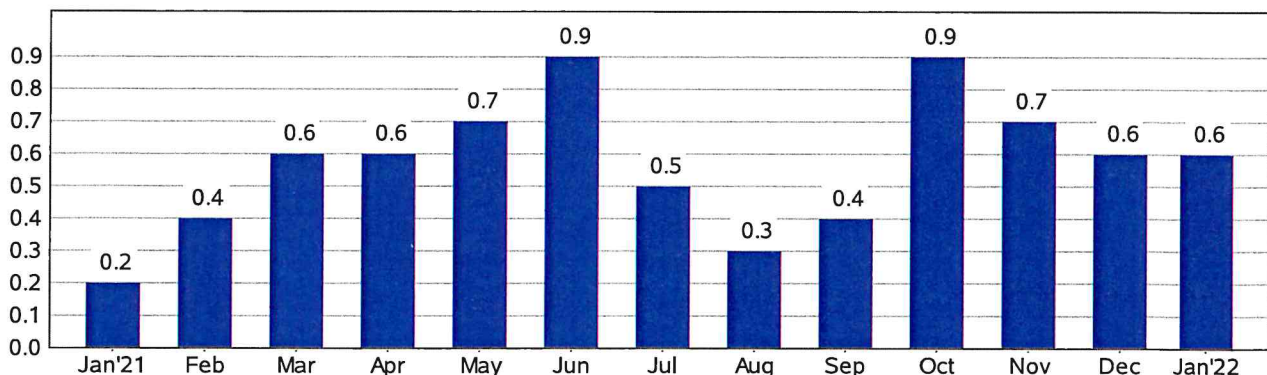
The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.6 percent in January on a seasonally adjusted basis, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 7.5 percent before seasonal adjustment.

Increases in the indexes for food, electricity, and shelter were the largest contributors to the seasonally adjusted all items increase. The food index rose 0.9 percent in January following a 0.5-percent increase in December. The energy index also increased 0.9 percent over the month, with an increase in the electricity index being partially offset by declines in the gasoline index and the natural gas index.

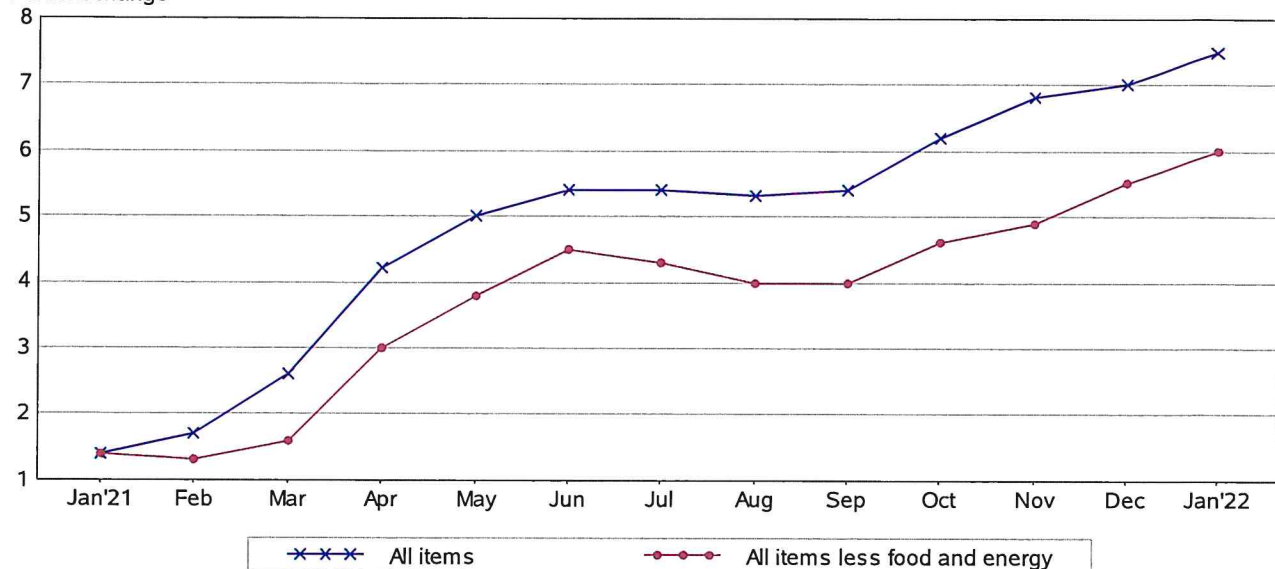
The index for all items less food and energy rose 0.6 percent in January, the same increase as in December. This was the seventh time in the last 10 months it has increased at least 0.5 percent. Along with the index for shelter, the indexes for household furnishings and operations, used cars and trucks, medical care, and apparel were among many indexes that increased over the month.

The all items index rose 7.5 percent for the 12 months ending January, the largest 12-month increase since the period ending February 1982. The all items less food and energy index rose 6.0 percent, the largest 12-month change since the period ending August 1982. The energy index rose 27.0 percent over the last year, and the food index increased 7.0 percent.

**Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Jan. 2021 - Jan. 2022**  
 Percent change



**Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Jan. 2021 - Jan. 2022**



**Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average**

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Jan. 2022
	Jul. 2021	Aug. 2021	Sep. 2021	Oct. 2021	Nov. 2021	Dec. 2021	Jan. 2022	
All items.....	0.5	0.3	0.4	0.9	0.7	0.6	0.6	7.5
Food.....	0.7	0.4	0.9	0.9	0.8	0.5	0.9	7.0
Food at home.....	0.6	0.4	1.2	0.9	0.9	0.4	1.0	7.4
Food away from home <sup>1</sup> .....	0.8	0.4	0.5	0.8	0.6	0.6	0.7	6.4
Energy.....	1.6	1.9	1.2	3.7	2.4	0.9	0.9	27.0
Energy commodities.....	2.4	2.5	1.2	4.7	4.2	1.3	-0.6	39.9
Gasoline (all types).....	2.5	2.5	1.1	4.6	4.5	1.3	-0.8	40.0
Fuel oil <sup>1</sup> .....	0.6	-2.1	3.9	12.3	3.5	-2.4	9.5	46.5
Energy services.....	0.7	1.2	1.2	2.4	0.2	0.3	2.9	13.6
Electricity.....	0.2	1.0	0.6	1.4	0.2	0.5	4.2	10.7
Utility (piped) gas service.....	2.2	1.6	2.9	5.9	0.3	-0.3	-0.5	23.9
All items less food and energy.....	0.3	0.2	0.3	0.6	0.5	0.6	0.6	6.0
Commodities less food and energy commodities.....	0.4	0.4	0.3	1.1	0.9	1.2	1.0	11.7
New vehicles.....	1.5	1.2	1.3	1.3	1.2	1.2	0.0	12.2
Used cars and trucks.....	0.0	-1.2	-0.5	2.5	2.4	3.3	1.5	40.5
Apparel.....	0.1	0.3	-0.7	0.6	0.7	1.1	1.1	5.3
Medical care commodities <sup>1</sup> .....	0.2	-0.2	0.3	0.6	0.1	0.0	0.9	1.4
Services less energy services.....	0.3	0.1	0.2	0.4	0.4	0.3	0.4	4.1
Shelter.....	0.4	0.2	0.4	0.5	0.5	0.4	0.3	4.4
Transportation services.....	-0.9	-1.2	-1.0	0.2	0.7	0.0	1.0	5.6
Medical care services.....	0.2	0.2	0.2	0.4	0.3	0.3	0.6	2.7

<sup>1</sup> Not seasonally adjusted.

## **Food**

The food index increased 0.9 percent in January. The food at home index increased 1.0 percent over the month after rising 0.4 percent in December. Five of the six major grocery store food group indexes increased in January. The index for cereals and bakery products increased the most, rising 1.8 percent over the month. The index for other food at home increased 1.6 percent in January, while the index for dairy and related products rose 1.1 percent. The fruits and vegetables index rose 0.9 percent over the month, and the meats, poultry, fish, and eggs index increased 0.3 percent. The only grocery store group index not to increase in January was the index for nonalcoholic beverages, which was unchanged.

The food away from home index rose 0.7 percent in January following an increase of 0.6 percent in December. The index for full service meals and the index for limited service meals both also rose 0.7 percent over the month.

The food at home index rose 7.4 percent over the last 12 months. All of the six major grocery store food group indexes increased over the period. By far the largest increase was that of the index for meats, poultry, fish, and eggs, which rose 12.2 percent over the year. The index for dairy and related products increased 3.1 percent, the smallest 12-month increase among the groups.

The index for food away from home rose 6.4 percent over the last year, the largest 12-month increase since January 1982. The index for limited service meals rose 8.0 percent over the last 12 months, and the index for full service meals rose 7.1 percent. The index for food at employee sites and schools, in contrast, declined 46.9 percent over the past 12 months, reflecting widespread free lunch programs.

## **Energy**

The energy index increased 0.9 percent in January. The electricity index rose sharply in January, increasing 4.2 percent. The gasoline index fell 0.8 percent in January after rising rapidly in the autumn of 2021. (Before seasonal adjustment, gasoline prices rose 0.1 percent in January.) The index for natural gas also declined in January, falling 0.5 percent after declining 0.3 percent in December.

The energy index rose 27.0 percent over the past 12 months with all major energy component indexes increasing. The gasoline index rose 40.0 percent over the last year, despite declining in January. The index for natural gas rose 23.9 percent over the last 12 months, and the index for electricity rose 10.7 percent.

## **All items less food and energy**

The index for all items less food and energy rose 0.6 percent in January, the same increase as December. The shelter index increased 0.3 percent in January as the rent index increased 0.5 percent and the owners' equivalent rent index rose 0.4 percent. The index for household furnishings and operations rose 1.3 percent over the month following a 1.1-percent increase in December. The used cars and trucks index rose 1.5 percent in January, a deceleration from the 3.3-percent increase reported in December.

The medical care index rose 0.7 percent in January. The index for hospital services increased 0.5 percent and the index for prescription drugs rose 1.3 percent, while the index for physicians' services declined 0.1 percent. Other indexes that rose in January include recreation (+0.9 percent), apparel (+1.1 percent), personal care (+1.0 percent), airline fares (+2.3 percent), and education (+0.2 percent).

Only a few indexes decreased in January; among those that did were lodging away from home (-3.9 percent) and wireless telephone services (-0.1 percent). The index for new vehicles was unchanged over the month.

The index for all items less food and energy rose 6.0 percent over the past 12 months. Major contributors to this increase include shelter (+4.4 percent) and used cars and trucks (+40.5 percent). However, the increase is broad-based, with virtually all component indexes showing increases over the past 12 months.

#### **Not seasonally adjusted CPI measures**

The Consumer Price Index for All Urban Consumers (CPI-U) increased 7.5 percent over the last 12 months to an index level of 281.148 (1982-84=100). For the month, the index increased 0.8 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 8.2 percent over the last 12 months to an index level of 276.296 (1982-84=100). For the month, the index rose 0.9 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 7.1 percent over the last 12 months. For the month, the index increased 0.8 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

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**The Consumer Price Index for February 2022 is scheduled to be released on Thursday, March 10, 2022 at 8:30 a.m. (ET).**



Economic News Release



Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index

**Table 4. Consumer Price Index for All Urban Consumers (CPI-U): Selected areas, all items index, January 2022**  
[1982-84=100, unless otherwise noted]

Area	Pricing Schedule(1)	Percent change to Jan. 2022 from:			Percent change to Dec. 2021 from:		
		Jan. 2021	Nov. 2021	Dec. 2021	Dec. 2020	Oct. 2021	Nov. 2021
<b>U.S. city average</b>	M	7.5	1.2	0.8	7.0	0.8	0.3
<b>Region and area size(2)</b>							
<b>Northeast</b>	M	6.3	1.0	0.8	5.9	0.8	0.2
<b>Northeast - Size Class A</b>	M	5.7	1.1	1.0	5.0	0.5	0.1
<b>Northeast - Size Class B/C(3)</b>	M	7.0	0.8	0.5	7.0	1.0	0.3
<b>New England(4)</b>	M	6.6	1.3	0.9	6.2	1.3	0.4
<b>Middle Atlantic(4)</b>	M	6.1	0.9	0.7	5.8	0.6	0.1
<b>Midwest</b>	M	7.9	1.1	0.8	7.5	0.7	0.3
<b>Midwest - Size Class A</b>	M	7.4	0.9	0.6	6.9	0.7	0.3
<b>Midwest - Size Class B/C(3)</b>	M	8.2	1.1	0.9	7.9	0.7	0.2
<b>East North Central(4)</b>	M	7.9	1.2	0.9	7.5	0.8	0.3
<b>West North Central(4)</b>	M	7.9	0.8	0.6	7.7	0.6	0.2
<b>South</b>	M	7.8	1.2	0.9	7.4	0.8	0.3
<b>South - Size Class A</b>	M	7.7	1.5	0.9	7.3	1.1	0.6
<b>South - Size Class B/C(3)</b>	M	7.8	1.1	0.9	7.4	0.6	0.2
<b>South Atlantic(4)</b>	M	7.9	1.4	1.0	7.5	0.9	0.5
<b>East South Central(4)</b>	M	6.9	0.5	0.7	7.1	0.2	-0.2
<b>West South Central(4)</b>	M	7.8	1.1	0.8	7.4	0.8	0.3
<b>West</b>	M	7.7	1.3	0.9	7.1	0.9	0.4
<b>West - Size Class A</b>	M	7.4	1.3	0.9	6.8	1.0	0.4
<b>West - Size Class B/C(3)</b>	M	8.1	1.2	0.9	7.4	0.9	0.3
<b>Mountain(4)</b>	M	9.0	1.3	0.7	8.6	1.2	0.6
<b>Pacific(4)</b>	M	7.3	1.2	0.9	6.5	0.8	0.3
<b>Size classes</b>							
<b>Size Class A(5)</b>	M	7.1	1.2	0.9	6.5	0.9	0.4
<b>Size Class B/C(3)</b>	M	7.8	1.1	0.8	7.5	0.8	0.3
<b>Selected local areas</b>							
<b>Chicago-Naperville-Elgin, IL-IN-WI</b>	M	6.8	1.3	0.9	6.6	0.7	0.4
<b>Los Angeles-Long Beach-Anaheim, CA</b>	M	7.5	1.5	1.1	6.6	1.0	0.4
<b>New York-Newark-Jersey City, NY-NJ-PA</b>	M	5.1	0.9	1.1	4.4	0.1	-0.2
<b>Atlanta-Sandy Springs-Roswell, GA</b>	2				9.8	1.9	
<b>Baltimore-Columbia-Towson, MD(6)</b>	2				8.0	1.8	
<b>Detroit-Warren-Dearborn, MI</b>	2				7.0	1.1	

**Footnotes**

(1) Foods, fuels, and several other items are priced every month in all areas. Most other goods and services are priced as indicated: M - Every month. 1 - January, March, May, July, September, and November. 2 - February, April, June, August, October, and December.

(2) Regions defined as the four Census regions.

(3) Indexes on a December 1996=100 base.

(4) Indexes on a December 2017=100 base.

(5) Indexes on a December 1986=100 base.

(6) 1998 - 2017 indexes based on substantially smaller sample.

(7) Indexes on a December 2001=100 base.

(8) Indexes on a 1987=100 base.

NOTE: Local area indexes are byproducts of the national CPI program. Each local index has a smaller sample size than the national index and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses.

Area	Pricing Schedule <sup>(1)</sup>	Percent change to Jan. 2022 from:			Percent change to Dec. 2021 from:		
		Jan. 2021	Nov. 2021	Dec. 2021	Dec. 2020	Oct. 2021	Nov. 2021
Houston-The Woodlands-Sugar Land, TX	2				6.6	0.7	
Miami-Fort Lauderdale-West Palm Beach, FL	2				7.1	1.2	
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	2				6.6	0.9	
Phoenix-Mesa-Scottsdale, AZ <sup>(7)</sup>	2				9.7	1.7	
San Francisco-Oakland-Hayward, CA	2				4.2	0.8	
Seattle-Tacoma-Bellevue, WA	2				7.6	0.6	
St. Louis, MO-IL	2				8.3	0.8	
Urban Alaska	2				7.2	0.4	
Boston-Cambridge-Newton, MA-NH	1	6.3	1.6				
Dallas-Fort Worth-Arlington, TX	1	7.8	1.6				
Denver-Aurora-Lakewood, CO	1	7.9	1.4				
Minneapolis-St. Paul-Bloomington, MN-WI	1	7.2	0.7				
Riverside-San Bernardino-Ontario, CA <sup>(4)</sup>	1	8.6	1.5				
San Diego-Carlsbad, CA	1	8.2	2.0				
Tampa-St. Petersburg-Clearwater, FL <sup>(8)</sup>	1	9.6	2.4				
Urban Hawaii	1	6.0	0.9				
Washington-Arlington-Alexandria, DC-VA-MD-WV <sup>(5)</sup>	1	6.0	0.9				

**Footnotes**  
<sup>(1)</sup> Foods, fuels, and several other items are priced every month in all areas. Most other goods and services are priced as indicated: M - Every month. 1 - January, March, May, July, September, and November. 2 - February, April, June, August, October, and December.  
<sup>(2)</sup> Regions defined as the four Census regions.  
<sup>(3)</sup> Indexes on a December 1996=100 base.  
<sup>(4)</sup> Indexes on a December 2017=100 base.  
<sup>(5)</sup> Indexes on a December 1986=100 base.  
<sup>(6)</sup> 1998 - 2017 indexes based on substantially smaller sample.  
<sup>(7)</sup> Indexes on a December 2001=100 base.  
<sup>(8)</sup> Indexes on a 1987=100 base.

NOTE: Local area indexes are byproducts of the national CPI program. Each local index has a smaller sample size than the national index and is, therefore, subject to substantially more sampling and other measurement error. As a result, local area indexes show greater volatility than the national index, although their long-term trends are similar. Therefore, the Bureau of Labor Statistics strongly urges users to consider adopting the national average CPI for use in their escalator clauses.

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Last Modified Date: February 10, 2022

U.S. BUREAU OF LABOR STATISTICS Division of Consumer Prices and Price Indexes Suite 3130 2 Massachusetts Avenue NE Washington, DC 20212-0001

Telephone: 1-202-691-7000 [www.bls.gov/CPI](http://www.bls.gov/CPI) [Contact CPI](#)



### Economic News Release



Table 5. Chained Consumer Price Index for All Urban Consumers (C-CPI-U) and the Consumer Price Index for All Urban Consumers (CPI-U): U.S. city average, all items index

**Table 5. Chained Consumer Price Index for All Urban Consumers (C-CPI-U) and the Consumer Price Index for All Urban Consumers (CPI-U): U.S. city average, all items index, January 2022**  
[Percent changes]

Month Year	Unadjusted 1-month percent change		Unadjusted 12-month percent change	
	C-CPI-U(1)	CPI-U	C-CPI-U(1)	CPI-U
December 2009			2.5	2.7
December 2010			1.3	1.5
December 2011			2.9	3.0
December 2012			1.5	1.7
December 2013			1.3	1.5
December 2014			0.5	0.8
December 2015			0.4	0.7
December 2016			1.8	2.1
December 2017			1.7	2.1
December 2018			1.5	1.9
December 2019			1.8	2.3
January 2020	0.4	0.4	2.0	2.5
February 2020	0.3	0.3	1.8	2.3
March 2020	-0.2	-0.2	1.1	1.5
April 2020	-0.5	-0.7	0.2	0.3
May 2020	-0.1	0.0	-0.1	0.1
June 2020	0.6	0.5	0.4	0.6
July 2020	0.6	0.5	0.9	1.0
August 2020	0.4	0.3	1.3	1.3
September 2020	0.1	0.1	1.4	1.4
October 2020	0.0	0.0	1.2	1.2
November 2020	-0.1	-0.1	1.2	1.2
December 2020	0.1	0.1	1.5	1.4
January 2021	0.5	0.4	1.6	1.4
February 2021	0.5	0.5	1.8	1.7
March 2021	0.6	0.7	2.6	2.6
April 2021	0.8	0.8	4.0	4.2
May 2021	0.8	0.8	5.0	5.0
June 2021	0.9	0.9	5.3	5.4
July 2021	0.5	0.5	5.1	5.4
August 2021	0.2	0.2	4.9	5.3
September 2021	0.3	0.3	5.1	5.4
October 2021	0.8	0.8	6.0	6.2
November 2021	0.5	0.5	6.6	6.8
December 2021	0.3	0.3	6.7	7.0
January 2022	0.8	0.8	7.1	7.5

**Footnotes**

(1) The C-CPI-U is designed to be a closer approximation to a cost-of-living index in that it, in its final form, accounts for any substitution that consumers make across item categories in response to changes in relative prices. Since the expenditure data required for the calculation of the C-CPI-U are available only with a time lag, the C-CPI-U is issued first in preliminary form using the latest available expenditure data at that time and is subject to four revisions.

Indexes are issued as initial estimates. Indexes are revised each quarter with the publication of January, April, July, and October data as updated expenditure estimates become available. The C-CPI-U indexes are updated quarterly until they become final. January-March indexes are final in January of the following year; April-June indexes are final in April of the following year; July-September indexes are final in July of the following year; October-December indexes are final in October of the following year.

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**RESOLUTION #2021-216**  
**BY THE COMMITTEE ON WAYS AND MEANS**  
**RESOLVED BY THE CITY COUNCIL OF THE CITY OF LANSING**

WHEREAS, the American Rescue Plan Act of 2021 (ARPA) was signed into law on March 11, 2021, establishing Coronavirus State and Local Fiscal Recovery Funds (CSLFRF) by appropriating \$45,570,000,000 under to make payments to metropolitan cities; and

WHEREAS, under the formula established under ARPA, the City of Lansing was awarded \$49,924,664 to be paid in two separate tranches of \$24,962,332. The first of which was received by the City of Lansing on August 5, 2021 and the second of which will be available 12 months after the first payment; and

WHEREAS, Sections 602(c)(1) and 603(c)1 provide these funds may be used as follows:

- A. to respond to the public health emergency with respect to COVID-19 or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality; and
- B. to respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers of the State, territory, or Tribal government that are performing such essential work, or by providing grants to eligible employers that have eligible workers who perform essential work; and
- C. for the provision of government services to the extent of the reduction in revenue of such State, territory, or Tribal government due to the COVID-19 public health emergency relative to revenues collected in the most recent full fiscal year of the State, territory, or Tribal government prior to the emergency; and
- D. to make necessary investments in water, sewer, or broadband infrastructure.

WHEREAS, the Fiscal Year 2022 Budget adopted by City Council on May 16, 2021 anticipated the use of the first tranche, the vast majority of which to be spent on revenue loss between the general fund and parking fund;

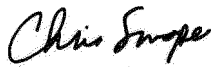
NOW, THEREFORE, BE IT RESOLVED, the Lansing City Council approves acceptance of the ARPA funds in the total amount of \$49,924,664 awarded between the two tranches of \$24,962,332;

BE IT FURTHER RESOLVED, the Lansing City Council approves the use of the first tranche of \$24,962,332 for public health and economic impacts; provision of government services to the extent of the reduction in revenue to the City due to COVID-19; premium pay; and necessary investments in water, sewer, or broadband infrastructure;

BE IT FURTHER RESOLVED, that prior to the expenditure or reimbursement of ARPA funds for any use, the Administration shall determine whether or not a given use is eligible

pursuant to the legislation or official guidance from U.S. Treasury, and shall document the basis for this determination along with the estimated expenditure and programmatic data required to fulfill the reporting requirements established by the legislation and U.S. Treasury.

BE IT FINALLY RESOLVED, the Administration is authorized to create appropriate accounts and to make the necessary operating transfers for the expenditure and control of the balance of the funds.



Chris Swope, CMMC/MMC  
Lansing City Clerk

I hereby certify that the foregoing is true  
and is a complete copy of the action  
adopted by the Lansing City Council.



## Elected Officers Compensation Commission

March 4, 2021

Council President Peter Spadafore  
Members of the Lansing City Council  
Tenth Floor City Hall  
Lansing, Michigan 48933

Dear President Spadafore and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February 2021. The EOCC reviewed internal economic and financial documents and the past compensation packages of the Mayor, City Clerk, and members of the City Council.

Based on the information the Commission reviewed, the financial forecast of the City and impacts of the future projections, our recommendation for annual salaries for elected officials was to remain at the current 2021 salary, until the Commission meets again.

### **Fringe Benefits**

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2021, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for healthcare premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

### **Other Compensation**

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

**TRANSMITTAL**

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

**ELECTED OFFICERS COMPENSATION COMMISSION**

A handwritten signature in blue ink that reads "Liisa Speaker". The signature is written in a cursive style with a long horizontal flourish at the end.

---

Liisa Speaker  
Chairperson

## City of Lansing

### ELECTED OFFICIALS Summary of Fringe Benefits 2021

Elected officials shall be eligible for City-provided health, dental, and life insurance coverage, and for participation in any deferred compensation program, as summarized below. Unless otherwise noted, this Summary of Fringe Benefits is operative on February 24, 2021. The last adopted recommended Summary of Fringe Benefits remains operative until that date.

#### I. FOR THE MAYOR AND CITY CLERK ONLY:

**Health Insurance:** The City of Lansing shall provide at the time of being sworn in or during an annual open enrollment period the following choice of medical insurances. Coverage will be effective the first (1<sup>st</sup>) day of the month following the date the Mayor or Clerk, respectively, are sworn in. If an elected official chooses a non-base plan, he or she will be required to pay the difference between the base and non-base plan, in addition to any premium share. Elected officials selecting the base plan below will receive a \$400 cash payment incentive for each plan year chosen.

- **Base Plan** - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- **Option 1** - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- **Option 2** - includes a \$20.00 co-pay for office visits. Prescription drug co-pays are \$10/\$20/\$40 or \$15/\$25/\$50 for Physician's Health Plan. This plan includes a \$500 calendar year limit on preventative services, emergency room services with a \$50 co-pay, and a 50% co-pay for mental health and substance abuse services.

The Base Plan is as provided above. If the Base Plan exceeds the state mandated hard cap amount, the elected official will pay the difference. If the elected official chooses to "buy up" to an optional plan (either Option 1 or Option 2) the elected official will be responsible for any cost differential between the Base Plan premium and the premium of the selected optional plan chosen. Benefit summaries and rate sheets are available in the Department of Human Resources.

**Vision Plan:** The Mayor and City Clerk are eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

**Opt out:** The Mayor and City Clerk will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Mayor or City Clerk provides written proof of coverage from another source. The Mayor or City Clerk who opts out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Mayor or Clerk had alternate coverage.

**Dental Insurance:** The City pays the full premium costs for the Dental plan provided by the City, coverage includes the Mayor and City Clerk and family members. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with an \$1,500 maximum per person per contract year. Mayor and City Clerk and dependents will also receive orthodontic coverage which provides fifty percent (50%) of treatment costs with a \$3,500.00 lifetime maximum per person. Coverage is effective the first day of the month

following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

**Retiree Dental Insurance:** Eligible retirees shall be covered by the same insurance as the active Mayor and City Clerk. The Mayor and City Clerk shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Mayor or City Clerk respectively has at least fifteen (15) years of service with the City.

**AFLAC:** The Mayor and City Clerk will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code.

**Life Insurance:** The City pays the premium for a base \$50,000 of group life and \$50,000 Accidental Death and Dismemberment Insurance for the Mayor and City Clerk. Life insurance coverage for dependents is available for a reasonable cost to the Mayor and City Clerk, in accordance with the following schedule:

Spouse	\$25,000
Unmarried child, age 14 days to 6 months	\$500
6 months to 23 years	\$ 2,000

Coverage is effective one (1) month and one (1) day following the commencement of service. Summaries are available in the Department of Human Resources.

**Vacation:** No accrued time for sick leave, vacation, or personal time shall exist or be required.

**Parking/Transportation:** The Mayor and City Clerk shall have designated parking in the basement of City Hall.

**Vehicle:** An automobile will be provided for the regular full time use of the Mayor.

**Deferred Compensation:** The Mayor and City Clerk shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. The Mayor and City Clerk will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

**Defined Contribution Retirement System:** In accordance with the City Charter, officials elected on or after October 1, 1990 shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan. The Plan provides for:

- 1) A City contribution totaling 6% of the Mayor or City Clerk's gross salary. The Plan is administered by Wells Fargo Bank.
- 2) The Mayor and City Clerk become eligible for City contributions following six (6) months of service and must be enrolled in the Plan prior to completion of six (6) months of service in order to self-direct the investment options of their retirement account. Failure to enroll prior to completion of six (6) months of service shall result in the City transferring monies into the Plan which shall default to the fund designated as the default fund.

- 3) The Mayor and City Clerk will be notified by the Department of Human Resources of the next quarterly enrollment session in order to receive their enrollment packet to facilitate timely enrollment and self-direction of their respective investment decisions. Enrollment is initiated following the quarterly enrollment session.
- 4) The Mayor and City Clerk have the option of contributing up to five percent (5%) of their compensation each Plan Year, subject to certain limits imposed by law.
- 5) At the end of three full years of service the Mayor and City Clerk will be vested for all City contributions. Should the Mayor and City Clerk leave at the end of three full years the elected official will have the following options:
  - Lump sum payment subject to applicable taxes;
  - Rollover monies into another tax deferred investment option; or
  - Leave monies in the plan and continue to be invested tax deferred.
- 6) The Mayor and City Clerk are also eligible for a City paid long-term disability policy which is administered by the selected vendor following the completion of six (6) months of service. The Mayor and City Clerk shall receive information pertaining to the long-term disability policy at the quarterly enrollment session.

**Retirement Health Care:** Optional: This is a one-time only option that must be made in writing within thirty (30) days after being officially sworn in or having elected to qualify on or before July 1, 2001. For all officials elected after October 29, 1990, the City agrees to provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to active Mayor and City Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Mayor and City Clerk have at least 15 years of service with the City and be at least 55 years of age. This coverage is available at a cost of 3.25% of the Mayor and City Clerk's respective gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date. Retiree health benefits shall not include spouse or family coverage for a Mayor or City Clerk first elected after July 1, 2009.

## **II. FOR CITY COUNCILMEMBERS:**

The fringe benefits designated in this Section II are for City Councilmembers.

**Health Insurance:** Councilmembers shall have the option to purchase health care insurance, at their own expense. If chosen, coverage will be effective the first (1st) day of the month following the date the Councilmember is sworn in (commencement of service) or chosen during an annual open enrollment period. Current plans offered are:

- **Base Plan** - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- **Option 1** - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- **Option 2** - includes a \$15.00 co-pay for office visits. Prescription drug co-pays are \$0/\$15/\$40. Emergency room services with a \$50 co-pay, and a 50% co-pay for mental health and substance abuse services.

Benefit summaries and rate sheets are available in the Department of Human Resources.

**Vision Plan:** Councilmembers will be eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

**Dental Insurance:** Councilmembers shall have the option to purchase this dental insurance, at their own expense, on the same terms and at the same rate as other part-time employees of the City for whom such coverage is available, currently UAW. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with a \$1,500 maximum per person per benefit year. Councilmembers and dependents will also receive orthodontic coverage which provides fifty percent (50%) of treatment costs with a \$3,000.00 lifetime maximum per person. Coverage is effective the first day of the month following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

**Retiree Dental Insurance:** Eligible retirees shall be covered by the same insurance as active Councilmembers. The Councilmember shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Councilmember has at least fifteen (15) years of service with the City. Councilmembers first taking office on or after January 1, 2010, shall not be eligible for this benefit.

**AFLAC:** The Councilmembers will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code. Councilmembers first taking office on or after January 1, 2019 shall not be eligible for this benefit.

**Life Insurance:** Councilmembers are not eligible for City provided group life and Accidental Death and Dismemberment Insurance.

**Vacation:** No accrued time for sick leave, vacation, or personal time shall exist or be required.

**Parking/Transportation:** Councilmembers shall have designated parking as provided by the Rules adopted by City Council.

**Deferred Compensation:** Councilmembers shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. Councilmembers will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

**Defined Contribution Retirement System:** Officials elected on or after October 1, 1990 and first taking office before January 1, 2010, shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan. The Plan provides for:

- 1) A City contribution totaling 6% of the Councilmembers' gross salary. The Plan is administered by Wells Fargo.
- 2) The Councilmember becomes eligible for City contributions following six (6) months of service and must be enrolled in the Plan prior to completion of six (6) months of service in order to self direct the investment options of their retirement account. Failure to enroll prior to completion of six (6) months of service shall result in the City transferring monies into the Plan which shall default to the GIC (Guaranteed Investment Contract) Fund.

- 3) The Councilmember will be notified by the Department of Human Resources of the next quarterly enrollment session in order to receive their enrollment packet to facilitate timely enrollment and self direction of the Councilmember's investment decisions. Enrollment is initiated following the quarterly enrollment session.
- 4) The Councilmember has the option of contributing up to five percent (5%) of their compensation each Plan Year, subject to certain limits imposed by law.
- 5) At the end of three full years of service the Councilmember will be vested for all City contributions. Should the Councilmember leave at the end of three full years the Councilmember will have the following options:
  - Lump sum payment subject to applicable taxes;
  - Rollover monies into another tax deferred investment option; or
  - Leave monies in the plan and continue to be invested tax deferred.
- 6) The Councilmember is also eligible for a City paid long-term disability policy which is administered by the selected vendor following the completion of six (6) months of service. The Councilmember shall receive information pertaining to the long-term disability policy at the quarterly enrollment session.

**Retirement Health Care:** For all officials elected after October 29, 1990 and taking office before January 1, 2010 who exercised the option to participate in retiree healthcare, the City will provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to the active Mayor and Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Councilmember has at least 15 years of service with the City and be at least the age of 55. This coverage is available at a cost of 3.25% of the Council member's gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date.

**Retiree Healthcare Opt out:** Councilmembers who receive Retirement Health Care insurance will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Councilmember provides written proof of coverage from another source. Any Councilmember who opts out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Councilmember had alternate coverage.

Department of Human Resources, 8<sup>th</sup> Floor, 124 W. Michigan, Lansing MI 48933. Phone: 483-4014

#### EQUAL OPPORTUNITY EMPLOYER

Revised 4/21/04: Retiree dental  
 Revised 03/28/2007: Vision  
 Revised 03/30/09: Phased elimination of benefits for Councilmembers  
 Revised 03/22/11: For clarity  
 Revised 4/02/13: To provide for three-tier optional health insurance plans in compliance with PA 152 of 2011, and other clarifications  
 Revised 3/5/2015: For technical corrections and clarifications  
 Revised 3/17/2017 For Clerk and Mayor Compensation  
 Revised 3/22/19 for Clerk and Mayor Compensation  
 Revised 2/24/2021 No Changes for Elected Officials

FEBRUARY 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16 1* Mtg	17	18	19
20	21	22	23	24	25	26
27	28 Council	1	2	3	4	5

Free Printable Calendars from [Typecalendar.com](http://Typecalendar.com)

MARCH 2022						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	1	2 EOCC	3	4	5
6	7	8 EOCC	9	10	11	12
13	14 Council	15 EOCC	16	17	18	19
20	21	22	23	24 EOCC	25	26
27	28 Council	29	30	31	1	2 45th Day

Free Printable Calendars from [Typecalendar.com](http://Typecalendar.com)

## CHAPTER 280. - ELECTED OFFICERS COMPENSATION COMMISSION

**Cross reference**— Compensation of officers and employees - see CHTR. Secs. 2-104, 9-102; Elections generally - see CHTR. Art. II, Ch. 2; Election Commission - see CHTR. Sec. 2-205; ADM. Ch. 282; Elections under the City Charter - see CHTR. Secs. 9-302, 9-401, 9-402; Compensation of judges - see ADM. 210.01(Rule 48); Compensation of Housing Commission members - see ADM. 260.02; Compensation of Senior Citizens Advisory Board members - see ADM. 278.04; Compensation of Waterfront Development Board members -see ADM. 264.03; Compensation of Board of Trustees of Employees' Retirement System - see ADM. 292.09.

### 280.01. - Establishment; powers and duties.

Pursuant to M.C.L.A. 117.5c, as amended, there is hereby established an Elected Officers Compensation Commission in and for the City. The Commission shall determine the salaries of all elected officials, and such determinations shall be controlling, unless Council, by resolution adopted by two-thirds of the members, rejects them. The determinations of the Commission shall be effective 30 days following their filing with the City Clerk, unless rejected by Council. In case of rejection, the existing salary shall prevail. Any expense allowance or reimbursement paid to elected officials in addition to salary shall be for expenses incurred in the course of City business and accounted for to the City.

(Ord. No. 319, 6-18-73)

### 280.02. - Membership; terms; vacancies.

The Elected Officers Compensation Commission shall consist of seven members who are registered electors of the City and who shall be appointed by the Mayor, subject to confirmation by a majority of the members elected and serving in Council. The terms of office of the members shall be seven years. Members shall be appointed before October 1 of the year of appointment and shall serve until October 1 of the year in which their terms expire or until their successors qualify for office. Vacancies shall be filled for the remainder of the unexpired term. No member or employee of the legislative, judicial or executive branch of any level of government or members of the immediate family of such member or employee shall be eligible to be a member of the Commission.

(Ord. No. 319, 6-18-73)

### 280.03. - Meetings; chairperson; compensation.

Commencing in 2022, the Elected Officers Compensation Commission shall meet for not more than 15 session days in each even-numbered year and shall make its determination within 45 calendar days after its first meeting. Council shall designate, by resolution, the date, time and location for the first meeting, thereby officially calling the Commission together for the carrying out of its official duties. The first meeting in even-numbered years shall not be set later than February 21. The City Clerk shall notify the members of the Commission in writing concerning the designated date, time and location, at least seven calendar days in advance. A majority of the members of the Commission constitutes a quorum for conducting the business of the Commission. The Commission shall not take

action or make a determination without the concurrence of a majority of the members appointed and serving on the Commission. The Commission shall elect a Chairperson from among its members. As used in this section, "session days" means calendar days on which the Commission meets and a quorum is present. The members of the Commission shall not receive compensation but shall be entitled to actual and necessary expenses incurred in the performance of official duties.

(Ord. No. 532, 5-7-79; Ord. No. 1284, § 1, 5-10-21)

#### 280.04. - Open meetings.

The business which the Elected Officials Compensation Commission may perform shall be conducted at public meetings of the Commission held in compliance with Public Act 267 of 1976, being M.C.L.A. 15.261 to 15.275. Public notice of the time, date and place of such meetings shall be given in the manner required by Public Act 267 of 1976.

(Ord. No. 532, 5-7-79)

#### 280.05. - Freedom of information.

A writing prepared, owned, used, in the possession of or retained by the Elected Officials Compensation Commission in the performance of an office function shall be made available to the public in compliance with Public Act 442 of 1976, being M.C.L.A. 15.231 to 15.246.

(Ord. No. 532, 5-7-79)

2022 Salary and Fringe Benefit Survey as of 3/2/2022								
**Wages are annual unless otherwise noted**								
City	Population	Type of Government	City Clerk	Council Member	City Manager (if applicable)	Mayor	Benefits	City Clerk Vehicle
Ann Arbor, Michigan	120,735	City Manager	\$96,749-\$125,774; current incumbent's salary is \$124,305.00	\$23,726.32	City Administrator's salary is determined by Council, and our interim City Administrator's salary is \$223,600.00	\$47,452.63	N/A	No
Dearborn, Michigan	110,000	Strong Mayor	\$99,868	President - \$18,638 + meeting stipend (\$100/meeting); Member - \$15,516 + meeting stipend (\$100/meeting)	N/A	\$160,329	Mayor & City Clerk: Dental, vision, Medical (80/20), PTO, Paid Holidays, Life Insurance, Cafeteria Plan Participation, Long-term disability insurance, 401A Defined Contribution Plan, Deferred Comp 457 (optional). City Council: optional enrollment to dental, vision, medical plans (100% employee contribution). Optional participation in the Deferred Compensation 457 plan (100% employee contribution only).	No
East Lansing, Michigan	48,729	City Manager	\$91,233.22 (not an elected position)	\$8,500 (not a full time position)	\$169,922.48	\$10,000 (not a full time position)	Only City Clerk and City Manager receive benefits, including health, dental, life, ltd, PTO, and retirement	No
Flint, Michigan	94,370	Strong Mayor	\$70,817.7600	\$22,500.00	N/A	\$125,000.10	Medical, Dental, Vision, Life insurance, STD, FSA, MERS retirement (Hybrid and HCSP)	
Lansing, Michigan	117,159	Strong Mayor	\$94,667.97	President \$28,966.00 VP \$27,335.04 Members \$26,356.45	N/A	\$139,610.95	Council: Option to purchase health and dental. Mayor and Clerk: Health, Dental, DC, Long Term Disability, Life Insurance	No
Rochester Hills, Michigan	76,300	Strong Mayor	appointed position; \$115,240.00-\$133,594.00	\$6,577.43 annually; \$70/meeting after 32 meetings per year; City Council President: \$8,350.48	N/A	\$139,153.00-\$161,313.00	16% DC Pension Contribution, 4% Retiree Healthcare Savings	No
Royal Oak, Michigan	59,195	Local Government	\$102,899	\$20 per meeting	\$158,393	\$40 per meeting	Only City Clerk and City Manager receive benefits. I attached our health benefits (note that dental coverage is at no cost to the employee)	
Warren, Michigan	132,644	Strong Mayor	\$92,923.00	\$31,411.90	N/A	\$125,642.00	City Council- Medical, dental, vision, 401K and an RHS account. All other elected receive a 401K, medical, dental and vision. Basic Life insurance, no Sick and Accident insurance.	No

# Royal Oak

## EMPLOYEE CONTRIBUTIONS

Contributions that you are required to make for your share of the cost of the benefits you elect are listed on your Benefits Enrollment Form and in the chart below. Your contributions will be deducted from your paycheck on a pre-tax basis unless elected to be taken on a post-tax basis. Dependent term life insurance is always deducted on a post-tax basis.

CONTRIBUTIONS FOR THE 2021/2022 PLAN YEAR	PAYROLL DEDUCTION
<b>Medical, Prescription Drug, and Vision Plan</b>	<b>First two pays of each month</b>
Single	\$27.80
2 Person Enrollee	\$66.72
Family	\$83.40
<b>Vision Plan Only - for those who opt-out of the medical plan</b>	<b>Per month</b>
Single	\$3.44
2 Person Enrollee	\$6.88
Family	\$11.42
<b>Dependent Term Life Insurance – spouse and/or children</b>	<b>Per month</b>
\$1,500 each	\$0.84
\$2,500 each	\$1.40
\$5,000 each	\$2.80

February 2022

Position	Salary
City Attorney	\$172,580.56
Chief of Police	\$145,000.00
Finance Director/ City Treasurer	\$120,000.00
Chief of Staff	\$140,000.00

**CITY OF LANSING WAGE AND SALARY ADJUSTMENTS 2001-2024**

	<b>T580/243</b>	<b>T214</b>	<b>POLICE NON SUP</b>	<b>POLICE SUP</b>	<b>FIRE</b>	<b>UAW</b>	<b>EXECUTIVE MANAGEMENT</b>	<b>MAYORAL</b>	<b>NON-BARGAINING</b>
<b>2001</b>	2.75%	2.75%	1.55%	1.55%	1.60% - 01/01/02 1.50% - 07/01/02	2.70%			2.75%
<b>2002</b>	2.75%	3.00%	1.50% - 01/01/02 1.55% - 07/01/02	1.50% - 01/01/02 1.55% - 07/01/02	1.50%	2.70%			3.00%
<b>2003</b>	2.00% - 02/03	1.30% - 08/03	1.50% - 01/11/03 1.6% - 07/12/03	1.50% - 01/11/03 1.6% - 07/12/03	1.53% - July 2003	3.0% - 10/06/03			1.00% - 02/01/03 1.3% - 08/01/03
<b>2004</b>	2.00% - 02/04	2.25% - 08/04	1.6% - 01/10/04 1.6% 0 07/10/04	1.6% - 01/10/04 1.6% 0 07/10/04	1.53% - 01/04 1.55% - 07/04	no current contract			2.25%
<b>2005</b>	2.00% - 02/05	2.25% - 08/05	1.80% - 07/01/05	1.80% - 07/01/05	1.55% - 01/05 1.6% - 07/05	2.2% - 10/2005 retro'd back to 2004			2.25%
<b>2006</b>	2.00% - 02/06	2.25% - 08/06	2.10% - 07/01/06	2.10% - 07/01/06	1.60% - 01/06 1.80% - 07/06	2.50% - 10/2006	none	none	none
<b>2007</b>	contract in negotiations; no retro	contract in negotiations; no retro	2.30% - 07/01/07	2.30% - 07/01/07	2.10% - 07/07	2.50% - 10/2007	2.50% - 03/2007 no step increase	2.50% - 03/2007	2.50% - 03/2007
<b>2008</b>	contract in negotiations; no retro	contract in negotiations; no retro	1.00% - 07/01/08	1.00% - 07/01/08	2.30% - 07/08	contract in negotiations; no retro	2.0% - 07/08 no step increase	2.0% - 07/08	2.0% - 07/08
<b>2009</b>	contract in negotiations; no retro	1.0% Cash Bonus - Feb 09 1.25% - Aug 2009	1.50% - 01/01/09 .30% due 06/30/09	1.50% - 01/01/09 .30% due 07/15/09	2.50% - 07/09	contract in negotiations; no retro	none	none	none
<b>2010</b>	\$750 cash bonus and 1.75%	1.25%	\$850 cash bonus	1%	\$1,000 cash bonus - 07/01/10	\$1,000 cash bonus - 03/01/10 to 10/06/10	none	none	none
<b>2011</b>	1.25%	0%	1.50%	1.5% - 07/16/11	1.5% - 07/01/11	1.25% - 10/07/11	none	none	none
<b>2012</b>	0.00%	\$1,000 cash bonus & \$1,000 signing bonus	2.00%	1.75% - 07/16/12	1.5% - 07/01/12	1.25% - 10/07/12 (deducted from wages toward pension contribution)	none	none	none
<b>2013</b>	\$1,000 cash bonus	\$800 cash bonus for FY14	\$1,000 cash bonus	\$750 cash bonus	contract in negotiations; no retro	\$900 cash bonus	0%	none	\$1,000 cash bonus
<b>2014</b>	2%	N/A (see 2013) CBA Expiration Changed to 12/31 from 8/31.	2.50%	1%	\$1,000 cash bonus and 2%	2%	3%	none	2%
<b>2015</b>	1%	2.50%	2.50%	2.50%	2%	2%	2.50%	20% (Mayor only)	\$2,000 cash bonus
<b>2016</b>	2.50%	2%	2.50%	2.50%	\$1,000 cash bonus & 2%	\$800 cash bonus & 2%	2%	Researching	2.50%
<b>2017</b>	2%	2%	3%	3%	2%	2.50%	2.25%	Researching	2.50%

	T580/243	T214	POLICE NON SUP	POLICE SUP	FIRE	UAW	EXECUTIVE MANAGEMENT	MAYORAL	NON-BARGAINING
<b>2018</b>	2%	2%	2.50%	2.50%	2.50%	2.50%	New Administration	New Administration	2.50%
<b>2019</b>	3%	3% & \$1,000 signing bonus	3%	3%	2.50%	\$1,000 signing bonus & 3%	2.75%-4%	2.75%-4% (Mayor Staff)	2.50%
<b>2020</b>	2.50%	3% & \$750 signing bonus	3%	3%	2.50%	3%	3%	3%	3%
<b>2021</b>	2%	2% & \$1,000 signing bonus	2.25%	2.25%	2%	2.25%	2%	2%	2%
<b>2022</b>	3% and \$1,000 signing bonus for FT/\$500 for PT								
<b>2023</b>	3%								
<b>2024</b>	Wage Reopener								



Elected Officers Compensation Commission

March 4, 2021

Mr. Chris Swope  
Lansing City Clerk  
Ninth Floor, City Hall  
Lansing, Michigan 48933

Dear Mr. Swope:

As Secretary to the City of Lansing Elected Officers Compensation Commission, I hereby submit the attached 2021 Salary Determination Letter and 2021 Elected Officials Summary of Fringe Benefits for filing as the 2021 determination of the Elected Officers Compensation Commission.

If you have any questions with respect to this filing, please do not hesitate to contact me.

Thank you for your assistance.

Sincerely,

Sherrie Boak  
City Council Office Manager  
Elected Officers Compensation Commission Recording Secretary



## Elected Officers Compensation Commission

March 4, 2021

Council President Peter Spadafore  
Members of the Lansing City Council  
Tenth Floor City Hall  
Lansing, Michigan 48933

Dear President Spadafore and Councilmembers:

The Elected Officers Compensation Commission (EOCC) met in committee during February 2021. The EOCC reviewed internal economic and financial documents and the past compensation packages of the Mayor, City Clerk, and members of the City Council.

Based on the information the Commission reviewed, the financial forecast of the City and impacts of the future projections, our recommendation for annual salaries for elected officials was to remain at the current 2021 salary, until the Commission meets again.

### **Fringe Benefits**

The Commission adopts by reference the Elected Officials Summary of Fringe Benefits 2021, attached. The benefits are to be provided for the elected officials as set forth therein. Of note, the current healthcare made available to elected officials comports with the three-tier optional plan provided to employees of the City. The intention of this change is to comply with Public Act 152 of 2011, which capped the amount the City can pay for healthcare premiums. This change will provide elected officers the same coverage employees are provided. Pursuant to the 2017 EOCC recommendation, Council members may purchase health care at their own expense.

### **Other Compensation**

It is acknowledged that none of the elected officers earn compensatory, vacation, or sick time, and upon termination, they are not entitled to any compensation for the same.

**TRANSMITTAL**

We, the members of the Elected Officers Compensation Commission, respectfully, adopt the collective determinations now transmitted.

**ELECTED OFFICERS COMPENSATION COMMISSION**

A handwritten signature in blue ink that reads "Liisa Speaker". The signature is written in a cursive style with a long horizontal flourish at the end.

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Liisa Speaker  
Chairperson

## City of Lansing

### ELECTED OFFICIALS Summary of Fringe Benefits 2021

Elected officials shall be eligible for City-provided health, dental, and life insurance coverage, and for participation in any deferred compensation program, as summarized below. Unless otherwise noted, this Summary of Fringe Benefits is operative on February 24, 2021. The last adopted recommended Summary of Fringe Benefits remains operative until that date.

#### I. FOR THE MAYOR AND CITY CLERK ONLY:

**Health Insurance:** The City of Lansing shall provide at the time of being sworn in or during an annual open enrollment period the following choice of medical insurances. Coverage will be effective the first (1<sup>st</sup>) day of the month following the date the Mayor or Clerk, respectively, are sworn in. If an elected official chooses a non-base plan, he or she will be required to pay the difference between the base and non-base plan, in addition to any premium share. Elected officials selecting the base plan below will receive a \$400 cash payment incentive for each plan year chosen.

- **Base Plan** - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- **Option 1** - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- **Option 2** - includes a \$20.00 co-pay for office visits. Prescription drug co-pays are \$10/\$20/\$40 or \$15/\$25/\$50 for Physician's Health Plan. This plan includes a \$500 calendar year limit on preventative services, emergency room services with a \$50 co-pay, and a 50% co-pay for mental health and substance abuse services.

The Base Plan is as provided above. If the Base Plan exceeds the state mandated hard cap amount, the elected official will pay the difference. If the elected official chooses to "buy up" to an optional plan (either Option 1 or Option 2) the elected official will be responsible for any cost differential between the Base Plan premium and the premium of the selected optional plan chosen. Benefit summaries and rate sheets are available in the Department of Human Resources.

**Vision Plan:** The Mayor and City Clerk are eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

**Opt out:** The Mayor and City Clerk will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Mayor or City Clerk provides written proof of coverage from another source. The Mayor or City Clerk who opts out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Mayor or Clerk had alternate coverage.

**Dental Insurance:** The City pays the full premium costs for the Dental plan provided by the City, coverage includes the Mayor and City Clerk and family members. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with an \$1,500 maximum per person per contract year. Mayor and City Clerk and dependents will also receive orthodontic coverage which provides fifty percent (50%) of treatment costs with a \$3,500.00 lifetime maximum per person. Coverage is effective the first day of the month

following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

**Retiree Dental Insurance:** Eligible retirees shall be covered by the same insurance as the active Mayor and City Clerk. The Mayor and City Clerk shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Mayor or City Clerk respectively has at least fifteen (15) years of service with the City.

**AFLAC:** The Mayor and City Clerk will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code.

**Life Insurance:** The City pays the premium for a base \$50,000 of group life and \$50,000 Accidental Death and Dismemberment Insurance for the Mayor and City Clerk. Life insurance coverage for dependents is available for a reasonable cost to the Mayor and City Clerk, in accordance with the following schedule:

Spouse	\$25,000
Unmarried child, age 14 days to 6 months	\$500
6 months to 23 years	\$ 2,000

Coverage is effective one (1) month and one (1) day following the commencement of service. Summaries are available in the Department of Human Resources.

**Vacation:** No accrued time for sick leave, vacation, or personal time shall exist or be required.

**Parking/Transportation:** The Mayor and City Clerk shall have designated parking in the basement of City Hall.

**Vehicle:** An automobile will be provided for the regular full time use of the Mayor.

**Deferred Compensation:** The Mayor and City Clerk shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. The Mayor and City Clerk will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

**Defined Contribution Retirement System:** In accordance with the City Charter, officials elected on or after October 1, 1990 shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan. The Plan provides for:

- 1) A City contribution totaling 6% of the Mayor or City Clerk's gross salary. The Plan is administered by Wells Fargo Bank.
- 2) The Mayor and City Clerk become eligible for City contributions following six (6) months of service and must be enrolled in the Plan prior to completion of six (6) months of service in order to self-direct the investment options of their retirement account. Failure to enroll prior to completion of six (6) months of service shall result in the City transferring monies into the Plan which shall default to the fund designated as the default fund.

- 3) The Mayor and City Clerk will be notified by the Department of Human Resources of the next quarterly enrollment session in order to receive their enrollment packet to facilitate timely enrollment and self-direction of their respective investment decisions. Enrollment is initiated following the quarterly enrollment session.
- 4) The Mayor and City Clerk have the option of contributing up to five percent (5%) of their compensation each Plan Year, subject to certain limits imposed by law.
- 5) At the end of three full years of service the Mayor and City Clerk will be vested for all City contributions. Should the Mayor and City Clerk leave at the end of three full years the elected official will have the following options:
  - Lump sum payment subject to applicable taxes;
  - Rollover monies into another tax deferred investment option; or
  - Leave monies in the plan and continue to be invested tax deferred.
- 6) The Mayor and City Clerk are also eligible for a City paid long-term disability policy which is administered by the selected vendor following the completion of six (6) months of service. The Mayor and City Clerk shall receive information pertaining to the long-term disability policy at the quarterly enrollment session.

**Retirement Health Care:** Optional: This is a one-time only option that must be made in writing within thirty (30) days after being officially sworn in or having elected to qualify on or before July 1, 2001. For all officials elected after October 29, 1990, the City agrees to provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to active Mayor and City Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Mayor and City Clerk have at least 15 years of service with the City and be at least 55 years of age. This coverage is available at a cost of 3.25% of the Mayor and City Clerk's respective gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date. Retiree health benefits shall not include spouse or family coverage for a Mayor or City Clerk first elected after July 1, 2009.

## **II. FOR CITY COUNCILMEMBERS:**

The fringe benefits designated in this Section II are for City Councilmembers.

**Health Insurance:** Councilmembers shall have the option to purchase health care insurance, at their own expense. If chosen, coverage will be effective the first (1st) day of the month following the date the Councilmember is sworn in (commencement of service) or chosen during an annual open enrollment period. Current plans offered are:

- **Base Plan** - includes a \$40.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$1000/single and \$2000/ family in network deductible and 80% co-insurance. Emergency room services have a \$250 co-pay and Urgent Care visits have a \$60 co-pay.
- **Option 1** - includes a \$30.00 co-pay for office visits. Prescription drug co-pays are \$10/\$40/\$80. This plan includes a \$500/single and \$1000/ family in network deductible and 80% co-insurance. Emergency room services have a \$150 co-pay and Urgent Care visits have a \$50 co-pay.
- **Option 2** - includes a \$15.00 co-pay for office visits. Prescription drug co-pays are \$0/\$15/\$40. Emergency room services with a \$50 co-pay, and a 50% co-pay for mental health and substance abuse services.

Benefit summaries and rate sheets are available in the Department of Human Resources.

**Vision Plan:** Councilmembers will be eligible to purchase the Blue Cross Blue Shield VSP 12/12/12 Vision Plan. This plan provides vision exams, lenses and frames, and contact lenses with co-pays.

**Dental Insurance:** Councilmembers shall have the option to purchase this dental insurance, at their own expense, on the same terms and at the same rate as other part-time employees of the City for whom such coverage is available, currently UAW. Coverage includes 100% coverage for cleaning; 50% coverage for treatment costs with a \$1,500 maximum per person per benefit year. Councilmembers and dependents will also receive orthodontic coverage which provides fifty percent (50%) of treatment costs with a \$3,000.00 lifetime maximum per person. Coverage is effective the first day of the month following thirty calendar days of service. Booklets and summaries are available in the Department of Human Resources.

**Retiree Dental Insurance:** Eligible retirees shall be covered by the same insurance as active Councilmembers. The Councilmember shall become eligible for retiree dental insurance beginning at the date of termination of employment with the City, or at age fifty-five (55), whichever is later; provided the Councilmember has at least fifteen (15) years of service with the City. Councilmembers first taking office on or after January 1, 2010, shall not be eligible for this benefit.

**AFLAC:** The Councilmembers will have the opportunity to pay for medical insurance premiums, unreimbursed medical expenses, and dependent care costs with pretax dollars through AFLAC. AFLAC also offers supplemental insurances that may be purchased on a pretax basis through payroll deduction. The maximum annual benefit for AFLAC medical insurance premiums and unreimbursed maximum medical expenses shall be the sum permitted by the Internal Revenue Code. The maximum benefit for AFLAC dependent care costs shall be the sum permitted by the Internal Revenue Code. Councilmembers first taking office on or after January 1, 2019 shall not be eligible for this benefit.

**Life Insurance:** Councilmembers are not eligible for City provided group life and Accidental Death and Dismemberment Insurance.

**Vacation:** No accrued time for sick leave, vacation, or personal time shall exist or be required.

**Parking/Transportation:** Councilmembers shall have designated parking as provided by the Rules adopted by City Council.

**Deferred Compensation:** Councilmembers shall be eligible to participate in the City's deferred compensation 457 plans as may be offered by the City. Currently those plans include Voya and T. Rowe Price. Councilmembers will be able to contribute up to the maximum allowed by the IRS annually through payroll deduction. Summaries are available in the Department of Human Resources.

**Defined Contribution Retirement System:** Officials elected on or after October 1, 1990 and first taking office before January 1, 2010, shall belong to the City of Lansing Defined Contribution Money Purchase Pension Plan. The Plan provides for:

- 1) A City contribution totaling 6% of the Councilmembers' gross salary. The Plan is administered by Wells Fargo.
- 2) The Councilmember becomes eligible for City contributions following six (6) months of service and must be enrolled in the Plan prior to completion of six (6) months of service in order to self direct the investment options of their retirement account. Failure to enroll prior to completion of six (6) months of service shall result in the City transferring monies into the Plan which shall default to the GIC (Guaranteed Investment Contract) Fund.

- 3) The Councilmember will be notified by the Department of Human Resources of the next quarterly enrollment session in order to receive their enrollment packet to facilitate timely enrollment and self direction of the Councilmember's investment decisions. Enrollment is initiated following the quarterly enrollment session.
- 4) The Councilmember has the option of contributing up to five percent (5%) of their compensation each Plan Year, subject to certain limits imposed by law.
- 5) At the end of three full years of service the Councilmember will be vested for all City contributions. Should the Councilmember leave at the end of three full years the Councilmember will have the following options:
  - Lump sum payment subject to applicable taxes;
  - Rollover monies into another tax deferred investment option; or
  - Leave monies in the plan and continue to be invested tax deferred.
- 6) The Councilmember is also eligible for a City paid long-term disability policy which is administered by the selected vendor following the completion of six (6) months of service. The Councilmember shall receive information pertaining to the long-term disability policy at the quarterly enrollment session.

**Retirement Health Care:** For all officials elected after October 29, 1990 and taking office before January 1, 2010 who exercised the option to participate in retiree healthcare, the City will provide retirement health care coverage up to 100% of the premium for the Base Plan health care coverage provided to the active Mayor and Clerk. Retirement health coverage shall begin at the date of termination of employment with the City, provided the Councilmember has at least 15 years of service with the City and be at least the age of 55. This coverage is available at a cost of 3.25% of the Council member's gross pay. This coverage shall be the same insurance coverage provided to the active Mayor and Clerk. Retirees shall convert to complementary coverage at their Medicare eligibility date.

**Retiree Healthcare Opt out:** Councilmembers who receive Retirement Health Care insurance will be allowed to opt out of the City's health care plan annually, during the City's open enrollment period provided the Councilmember provides written proof of coverage from another source. Any Councilmember who opts out of the City's health care plan will be eligible to receive \$1,800 in any year in which they receive coverage from another source. In addition, such payments will be made twice a year, by separate check, following the period of time the Councilmember had alternate coverage.

Department of Human Resources, 8<sup>th</sup> Floor, 124 W. Michigan, Lansing MI 48933. Phone: 483-4014

#### EQUAL OPPORTUNITY EMPLOYER

Revised 4/21/04: Retiree dental  
 Revised 03/28/2007: Vision  
 Revised 03/30/09: Phased elimination of benefits for Councilmembers  
 Revised 03/22/11: For clarity  
 Revised 4/02/13: To provide for three-tier optional health insurance plans in compliance with PA 152 of 2011, and other clarifications  
 Revised 3/5/2015: For technical corrections and clarifications  
 Revised 3/17/2017 For Clerk and Mayor Compensation  
 Revised 3/22/19 for Clerk and Mayor Compensation  
 Revised 2/24/2021 No Changes for Elected Officials

EOCC Past Recommendations										
	3/12/1991		1/1/1992		4/8/1993	3/25/1995		3/21/1997 Rejected		
	1991		1992		1993	1994	6/1/1995	1/1/1996	6/1/1997	1/1/1998
Mayor	\$71,590		\$74,095	3.49%	No Increase	No Increase	\$81,000	\$85,000	\$87,975	\$91,054
Clerk	\$46,300		\$48,152	4.00%	No Increase	No Increase	\$58,000	\$58,000	\$58,000	\$59,000
Council	\$12,877		\$13,392	4.00%	No Increase	No Increase	\$14,000	\$14,000	\$15,000	\$15,000
Vice President	\$12,877		\$13,392		No Increase	No Increase	\$14,750	\$14,750	\$15,750	\$15,750
President	\$12,877		\$13,392		No Increase	No Increase	\$15,500	\$15,500	\$16,500	\$16,500

			from 1996	(Accepted March 1999)			Accepted March 2001			
	1997	1998	1/1/1999	7/1/1999	7/1/2000		7/1/2001		7/1/2002	
Mayor	Rejected	Rejected	\$85,000	\$90,000	\$95,000	5.56%	102,000	7.35%	\$107,000	4.90%
Clerk	Rejected	Rejected	\$58,000	\$62,950	\$67,900	7.86%	\$68,500	0.88%	\$69,100	0.88%
Council	Rejected	Rejected	\$14,000	\$17,000	\$19,000	11.76%	\$20,200	3.16%	\$20,200	3.06%
Vice President	Rejected	Rejected	\$14,750	\$17,750	\$19,750	11.27%	\$20,950	3.04%	\$20,950	2.70%
President	Rejected	Rejected	\$15,500	\$18,500	\$21,000	13.50%	\$21,600	2.86%	\$22,200	2.78%

	Last Increase	Rejected			4/24/2005		Self-supported Vision Care added		Council Healthcare Removed 1/01/2010			
	2002						4/30/2007		Accepted 4/30/2009			
	7/1/2002	7/1/2003	7/1/2004	7/1/2005	7/1/2006		7/1/2007	7/1/2008	7/1/2009	7/1/2009	1/1/2010	7/1/2010
Mayor	\$107,000	\$108,500	\$110,000	No Increase	No Increase	No Increase	No Increase	No Increase	102,037	healthcare	healthcare	\$102,037
Clerk	\$69,100	\$70,100	\$71,100	No Increase	No Increase	No Increase	No Increase	No Increase	\$72,831	10%prem	10%prem	\$72,831
Council	\$20,200	\$20,500	\$20,800	No Increase	No Increase	No Increase	No Increase	No Increase	\$20,200	10%prem	discontinue	\$20,200
Vice President	\$20,950	\$21,250	\$21,550	No Increase	No Increase	No Increase	No Increase	No Increase	\$20,950	10%prem	discontinue	\$20,950
President	\$22,200	\$22,500	\$22,800	No Increase	No Increase	No Increase	No Increase	No Increase	\$22,200	10%prem	discontinue	\$22,200

Accepted 3/22/2011			
1/1/2010	1/1/2010	1/1/2011	1/1/2011
	Healthcare	Salaries	
Mayor	Discontinued	No Increase	\$ 101,650
Clerk	Discontinued	No Increase	\$ 72,555
Council	Discontinued	No Increase	\$ 20,200
Vice President	Discontinued	No Increase	\$ 20,950
President	Discontinued	No Increase	\$ 22,200

C.A. 09-23

2013	
	March 28, 2013
	Salaries
Mayor	107,000
Clerk	\$72,555
Council	\$20,200
Vice President	\$20,950
President	\$22,200

Accepted 3/5/2015			
	Effective	7/1/2015	
	Salaries	New Amount	Fringe Benefit
Mayor	Increase	\$ 128,400	Benefits & Vehicle
Clerk	Increase	\$ 87,066	Benefits
Council	Increase	\$ 24,240	
Vice President	Increase	\$ 25,140	
President	Increase	\$ 26,640	

2017		Proposed-effective 7/1/2017	Proposed-effective 7/1/2018		
	Salaries	New Amount	New Amount	Fringe Benefit	STATUS
Mayor	Increase	\$ 129,684	\$ 130,980	No Chg from 2015	Rejected
Clerk	Increase	\$ 87,936	\$ 88,815	No Chg from 2015	Rejected
Council	NO CHANGE	\$ 24,240	\$ 24,240		Rejected
Vice President	NO CHANGE	\$ 25,140	\$ 25,140		Rejected
President	NO CHANGE	\$ 26,640	\$ 26,640		Rejected

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2019		Effective 1/1/2019	Effective 1/1/2020	Effective 1/1/2021	Fringe Benefit	STATUS
Mayor	Increase	\$ 134,058.25	\$ 136,739.42	\$ 139,610.42	No Chg from 2015	Approved
Clerk	Increase	\$ 90,902.77	\$ 92,720.83	\$ 94,667.97	No Chg from 2015	Approved
Council Pres.	Increase	\$ 27,813.95	\$ 28,370.23	\$ 28,966.00	No Chg from 2010	Approved
Council VP	Increase	\$ 26,247.85	\$ 26,772.81	\$ 27,335.04	No Chg from 2010	Approved
Council Mbr	Increase	\$ 25,308.19	\$ 25,814.35	\$ 26,356.45	No Chg from 2010	Approved

2021		Eff. 1/1/201 per 2019 Decision	Fringe Benefit
Mayor	NO CHANGE	\$ 139,610.42	No Chg from 2015
Clerk	NO CHANGE	\$ 94,667.97	No Chg from 2015
Council Pres.	NO CHANGE	\$ 28,966.00	No Chg from 2010
Council VP	NO CHANGE	\$ 27,335.04	No Chg from 2010
Council Mbr	NO CHANGE	\$ 26,356.45	No Chg from 2010

2022 Salary and Fringe Benefit Survey								
**Wages are annual unless otherwise noted**								
City	Population	Type of Government	City Clerk	Council Member	City Manager (if applicable)	Mayor	Benefits	City Clerk Vehicle
Ann Arbor, Michigan	120,735	City Manager	\$96,749-\$125,774; current incumbent's salary is \$124,305.00	\$23,726.32	City Administrator's salary is determined by Council, and our interim City Administrator's salary is \$223,600.00	\$47,452.63	N/A	No
Dearborn, Michigan	110,000	Strong Mayor	\$99,868	President - \$18,638 + meeting stipend (\$100/meeting); Member - \$15,516 + meeting stipend (\$100/meeting)	N/A	\$160,329	Mayor & City Clerk: Dental, vision, Medical (80/20), PTO, Paid Holidays, Life Insurance, Cafeteria Plan Participation, Long-term disability insurance, 401A Defined Contribution Plan, Deferred Comp 457 (optional). City Council: optional enrollment to dental, vision, medical plans (100% employee contribution). Optional participation in the Deferred Compensation 457 plan (100% employee	No
East Lansing, Michigan	48,729	City Manager	\$91,233.22 (not an elected position)	\$8,500 (not a full time position)	\$169,922.48	\$10,000 (not a full time position)	Only City Clerk and City Manager receive benefits, including health, dental, life, ltd, PTO, and retirement	No
Flint, Michigan	94,370	Strong Mayor	\$70,817.7600	\$22,500.00	N/A	\$125,000.10	Medical, Dental, Vision, Life insurance, STD, FSA, MERS retirement (Hybrid and HCSP)	No
Grand Rapids, Michigan	198,917	City Manager	\$112,874 \$118,292 \$123,969	\$28,000 city commissioner		\$52,000.00	Medical, Dental, and Vision administered by Blue Cross Blue Shield, starting on first day, 6% Employee & 6% Employer matching 401a, Employee & Employer contributions to Retiree Health Savings Account, Eleven Paid Holidays, Paid Vacation and Sick Time, Paid parking (if applicable), Tuition Reimbursement up to master's degree, Paid Parental Leave, Employee Assistance Program with 5 free mental health visits per issue, Comprehensive Wellness program	No
Lansing, Michigan	117,159	Strong Mayor	\$94,667.97	President \$28,966.00 VP \$27,335.04 Members \$26,356.45	N/A	\$139,610.95	Council: Option to purchase health and dental. Mayor and Clerk: Health, Dental, DC, Long Term Disability, Life Insurance	No
Rochester Hills, Michigan	76,300	Strong Mayor	appointed position; \$115,240.00-\$133,594.00	\$6,577.43 annually; \$70/meeting after 32 meetings per year; City Council President: \$8,350.48	N/A	\$139,153.00-\$161,313.00	16% DC Pension Contribution, 4% Retiree Healthcare Savings	No
Royal Oak, Michigan	59,195	City Manager	\$102,899	\$20 per meeting	\$158,393	\$40 per meeting	Only City Clerk and City Manager receive benefits. I attached our health benefits (note that dental coverage is at no cost to the employee)	
Warren, Michigan	132,644	Strong Mayor	\$92,923.00	\$31,411.90	N/A	\$125,642.00	City Council- Medical, dental, vision, 401K and an RHS account. All other elected receive a 401K, medical, dental and vision. Basic Life insurance, no Sick and Accident insurance.	No
Lorain, Ohio	65,211	Strong Mayor	City pays \$72,026. County pays 2/3 of salary	\$12,332.88	N/A	\$118,748.00	Medical/RX/Dental/Vision/Life	No

February 2022

Position	Salary
City Attorney	\$172,580.56
Chief of Police	\$145,000.00
Finance Director/ City Treasurer	\$120,000.00
Chief of Staff	\$140,000.00
Chief Strategy Officer	\$140,780.40

2005

-Salary was unable to be pulled. Our System does not go back to 2005.

2010

LPD- Mark Alley (March 2010) \$109,091.00 / Teresa Szymanski (January 2011)  
\$99,000.00

LFD- William Cochran \$97,206.00

2022

LPD- Ellery Sosebee \$145,000.00

LFD- Interim Fire Chief Mike Tobin \$124,538.15